Employment Opportunities for Slave Region Communities

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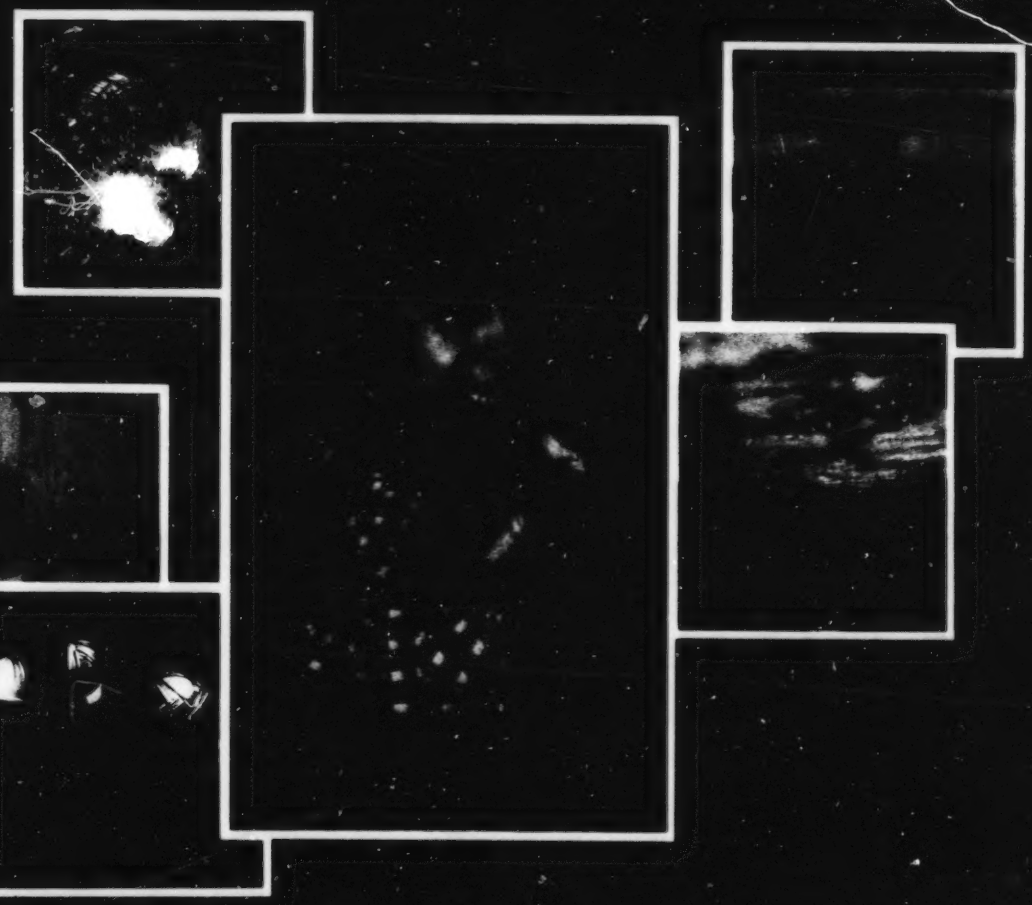

WORKSHOP REPORT

FIGHT PRAIRIE JANUARY 11 TO 13, 1983

Alberta

85-3465/

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Alberta
NORTHERN ALBERTA
DEVELOPMENT COUNCIL

2nd Floor, Provincial Building, 9621 - 96 Avenue, Postal Bag 900-14, Peace River, Alberta, Canada T0H 2X0 403/624-6274

Tansi .... Hello:

The Northern Alberta Development Council was created to advise the provincial government and assist northern citizens in "practical measures to foster and advance development in northern Alberta." This report outlines one way that Council is working with residents of the smaller, more remote northern communities.

Over the years, briefs to the Northern Alberta Development Council from the citizens of these mainly native communities have most often focussed on employment and economic development concerns. After reviewing the briefs and various initiatives that have been undertaken in the past, Council felt it was timely to address in some detail the unique needs of the remote communities through an intensive workshop.

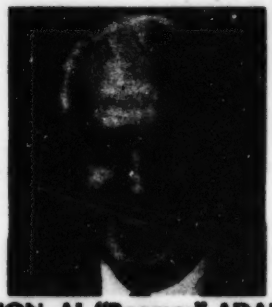
After preliminary research, a workshop was held in High Prairie on January 11 and 12, 1985. The workshop brought together sixty-five delegates from the remote communities along with interested government and industry representatives. The workshop provided a forum for the communities to share their ideas and concerns. An important part of the workshop involved the delegates learning from each other and sharing community based information regarding various approaches to remote community employment and economic development.

The Northern Alberta Development Council sees the Employment Alternatives For Small Remote Communities Workshop as an important part of its continuing commitment towards ensuring all northern residents have the opportunity to fully participate in the ongoing development of their region.

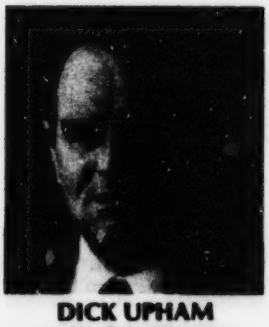
Norm A. Weiss, MLA
Chairman

NORTHERN ALBERTA DEVELOPMENT COUNCIL 1984/85

NORM WEISS, MLA
CHAIRMAN
FT. McMURRAY



HON. AL "Boomer" ADAIR
MINISTER RESPONSIBLE FOR
NORTHERN DEVELOPMENT
PEACE RIVER



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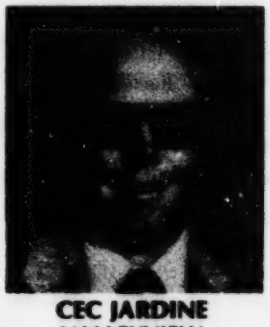


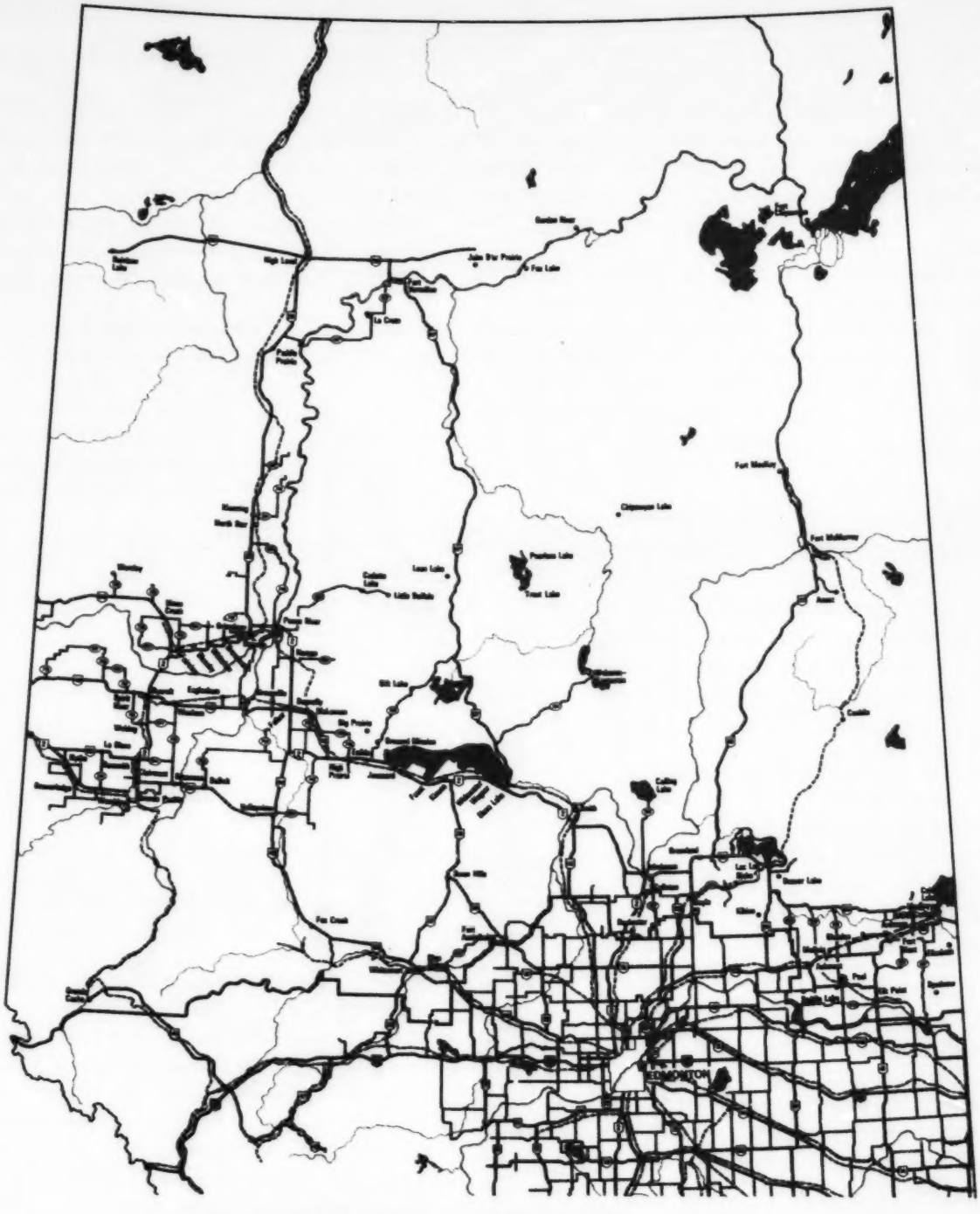
CEC JARDINE
VALLEYVIEW

JOANNE MITCHELL
HIGH LEVEL

JOE MOLHO
SWAN HILLS

VINCE RICE
KINUSO

RODNEY TODD
COLD LAKE

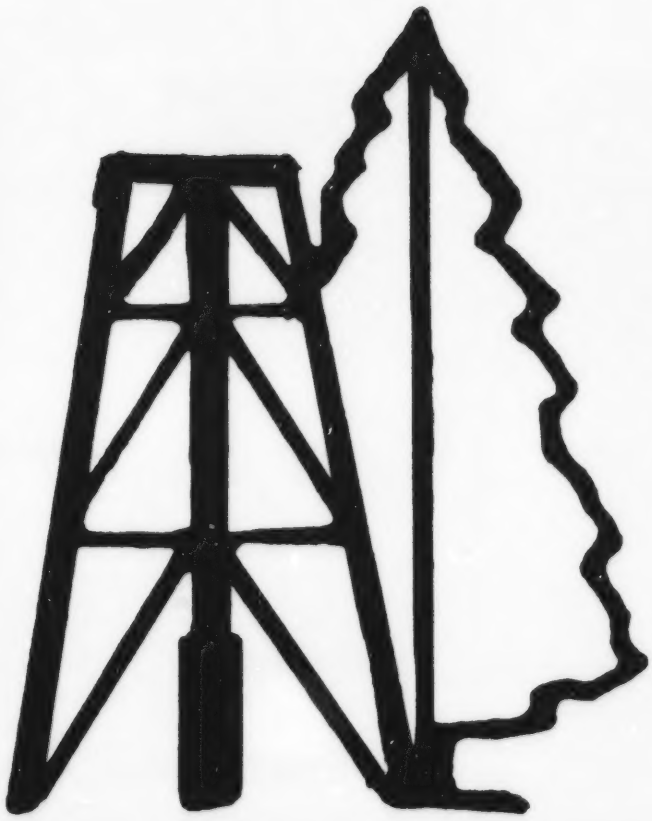


NORTHERN ALBERTA DEVELOPMENT COUNCIL AREA

COMMUNITIES WITH POPULATION OVER 70 (1991 CANADA CENSUS)

PRIMARY HIGHWAY SECONDARY ROAD RAILWAY

PRODUCED BY THE ALBERTA BUREAU OF SURVEYING AND MAPPING © 1993



INTRODUCTION

While many communities in northern Alberta have experienced substantial employment increases over the past few years, other smaller, more remote communities have had consistently high levels of unemployment. These largely native communities exist in what many have termed a classic "welfare state".

The Northern Alberta Development Council (NADC) in it's **Goals for Programs** recognizes the need:

> to help the native people of northern Alberta become more economically self-sufficient, and
>
> to encourage the ongoing establishment of a system of local decision-making in Improvement Districts and remote communities.

Briefs at public meetings held by the Council in remote northern communities have described many problems associated with high levels of unemployment. The briefs often requested assistance in the areas of employment and economic development, albeit largely in broadly-defined terms. These concerns, and discussions at various levels, were an essential part of Council's decision in early 1983 to address the topic in detail.

In late 1983, the Council produced a background document entitled **Employment Alternatives and Social Assistance in Smaller Northern Alberta Communities**. The report examined many of the employment and developmental concerns of the smaller northern remote communities. Included in the report was a review of various alternatives to the existing social assistance system. The intent of the report was to provide a basis of discussion from which communities could approach their employment and social assistance problems.

The report documented a number of employment alternatives and suggested specific measures which could be undertaken in northern Alberta. An initial suggestion was that detailed discussions take place among delegates from relatively similar northern remote communities and relevant private and public sector agencies.

A steering committee met several times during the year prior to the workshop. It included experienced government staff who worked with a number of the remote communities in northern Alberta. This group guided the development of the workshop and discussed it with community residents during various community visits.

Further discussions took place over two days at the workshop sponsored by the Northern Alberta Development Council in High Prairie, January 11 - 12, 1985. Sixty-five delegates representing twelve of the small, remote communities met to review employment and economic development opportunities and discuss ways to address their situation.

The workshop began by community representatives presenting their experiences in pursuing employment and economic development. A series of small group discussions, followed by report backs, allowed delegates the opportunity to outline their community strengths and weaknesses and explore ideas presented by other group members.

The process was successful in providing delegates with information on a variety of community initiatives being undertaken in several different areas across northern Alberta. Business and government delegates contributed to the process. This led to a clearer sense of the unique ambitions of the remote communities in northern Alberta.

The community input at the workshop will assist the Northern Alberta Development Council in developing ongoing recommendations to government regarding remote community economic development concerns.

WORKSHOP AGENDA

Day One - Friday, January 11

8:30 - 10:00 a.m.	Registration, Elks Hall
10:00 - 10:30 a.m.	**Session 1**: Opening Remarks Norm Weiss, MLA, Chairman, NADC, Ft. McMurray George Kupfer, Fresh Start Consultants
10:30 - 12:00 a.m.	**Session 2**: Community Perspectives - What is presently being done to achieve increased employment alternatives? • Presentation by communities on how they are attempting to achieve employment alternatives. Moderator - George Kupfer
12:00 - 1:00 p.m.	LUNCH - Hosted by Joe Molho, NADC, Swan Hills
1:00 - 2:00 p.m.	**Session 3**: Small Group Discussion I - What is economic development? • Using examples from Session 2, participants will try to come to a common agreement on the elements of economic development. • Elements will be priorized as to order of importance.
2:30 - 3:15 p.m.	**Session 4**: Report Back • Report back of small groups. • Discussion to determine a definition of economic development. Moderator - Dick Upham, Vice Chairman, NADC, Ashmont
3:30 - 5:00 p.m.	**Session 5**: Small Group Discussion II - What is needed in a community for increasing employment alternatives? • Small group discussion should bring out: i) private sector sources of work and income e.g. (tourism, oil/gas industry, forestry etc.) ii) human development e.g. (identifying a labour force, personal & business skills, etc.) iii) government sources of work and income e.g. (housing, employment programs, training, welfare, etc.) • Separation into short and long term and priorization.
5:00 - 5:30 p.m.	**Session 6**: Report Back Moderator - Ernie Howse, NADC, Caslan
6:00 - 7:00 p.m.	DINNER - Hosted by Vince Rice, NADC, Kinuso

7:00 - 9:00 p.m. **Session 7**: Films

- "New Day, New Horizons", documents the challenges of moving from a remote community to the city.
- "Rediscovery: The Eagles Gift", illustrates a unique native youth education camp in British Columbia.

Day 2 - Saturday, January 12

9:00 - 10:30 a.m. **Session 8**: The Future

- What are some new things to try over the next months?
- What hasn't been tried yet?
- What needs more work?
- How do we need to modify existing programs?
- What is missing?

Moderator - George Kupfer

11:00 - 12:00 a.m. **Session 9**: Summary

- Wrap up on what was discussed.
- Plans for follow-up - community facilitators.
- Summary Comments - Elmer Ghostkeeper, President Ghostkeeper Synergetics Ltd.

Moderator - Dick Upham, Vice Chairman, NADC, Ashmont

DAY ONE:
OPENING REMARKS

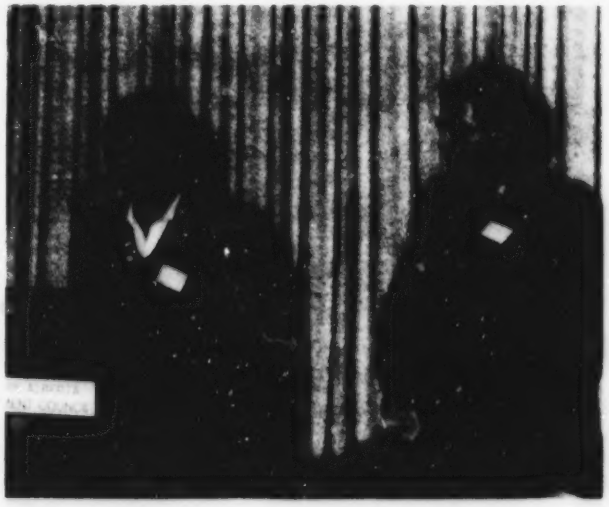
Session I of the workshop began on Friday, January 11, 1985 with welcoming addresses from Norm Weiss, MLA, Chairman of the Northern Alberta Development Council and Fred Dumont, Mayor of High Prairie and President of AVC Grouard.

After comments regarding the relevancy of the workshop by Mr. Dumont, Mr. Weiss reviewed the types of economic development concerns remote communities had raised to the Northern Alberta Development Council at public meetings. He noted that in particular, an overdependency on welfare had been the most frequent concern brought to the Council. Mr. Weiss also noted that while many of the smaller communities exist in relatively remote regions, employment and related opportunities do exist in many of these same areas. In some cases, however, a variety of factors contribute to a situation where the participation of community residents in these employment opportunities is limited. An important objective of the workshop was, therefore, to allow communities to share their experiences in attempting to become more involved in existing employment opportunities. The second objective was to allow the delegates to explore alternatives by which their communities could address a variety of issues involved in economic development.

George Kupfer of Fresh Start Consultants, the overall facilitator, followed with introductory comments. Dr. Kupfer explained the purpose of the workshop as a forum to discuss the economic development issues facing the remote communities in northern Alberta today. These comments were translated into Cree by Mike Cardinal of Calling Lake.

The workshop focussed on the following four questions:

1. What's happening in your community today?
2. What changes would you like to see in your community?
3. What is needed to increase work in your community?
4. What can be done in the next six months? in the next year? beyond?



COMMUNITY PERSPECTIVES

What's happening in your community today?

Session two offered representatives an opportunity to outline economic efforts in each community. In speeches to the delegates, they discussed the existing employment situations in their community, and outlined ways in which the community was trying to address these concerns. The following delegates provided reports:

Gordon Auger, Peerless Lake
Marcel Shephard, Conklin
Geraldine Noskey, Chipewyan Lake
Mike Cardinal, Calling Lake
Brian Osgood, Trout Lake
Sonny Flett, Fort Chipewyan
Allan Wells, Elizabeth Metis Settlement
Dwight Carifelle, Cadotte Lake
Evelyn Thunder, Atikameg

Delegates noted that in most communities full employment had existed prior to changes to federal and provincial laws that consolidated renewable resource activities, prior to centralized education and community services, and prior to the establishment of the welfare system in the 1950's. These changes brought havoc to the traditional occupations of hunting, trapping and fishing.

Changes continue to occur in the traditional economies of the remote communities today, as oil, gas and forestry activities increase in the north. Social problems have arisen with the dependency on welfare and an inability to access new employment opportunities. Some of the problems are being addressed by government through the introduction of training and transitional employment programs. As well, some of the younger, more educated residents are gaining employment, although many of the jobs tend to be of a short-term, seasonal nature.

The delegates outlined how their communities have used available employment programs under three headings:

- short-term "make work" projects,
- transitional/training programs such as Opportunity Corps and Community Vocational Centers, and
- employment programs that can be used to gradually develop long-term economic development projects.

By coordinating various employment and economic development programs, some communities noted that they have been successful in undertaking more ambitious long-term projects.

It was emphasized that most remote residents have few financial resources and it was almost impossible for the communities to achieve many of their goals on their own. There are very few "jobs", in most cases, that bring real revenue into the communities. Volunteer efforts were recognized as being important and it was suggested that full credit should be given to those from the remote communities who volunteer their time to community development.

Using firefighting and local construction examples, community representatives discussed various problems associated with short-term and seasonal employment opportunities. They also stressed the need for programs to train

residents in lifeskills that are useful both in their everyday lives and which would assist them in obtaining work with resource companies. Frustration was clearly expressed that outside employment is being generated close to their home region, yet residents are seldom able to obtain it. The spokespersons pointed out that one of the greatest needs was for information regarding employment opportunities available in their areas and access to that employment.

A number of positive employment experiences were mentioned that had occurred between remote communities and oil and gas companies. Representatives discussing the development of such employment opportunities noted that it takes a lot of time and commitment to overcome the problems associated with establishing a program: for example, a job rotation program between a community and a company.

Other innovative projects focussed on community work being undertaken to restore and incorporate traditional economic lifestyles into community-based tourism projects. A good example of this borrowing from traditional skills is a wilderness tourism lodge development in north central Alberta.

A conclusion of all the community reports was that delegates had come to the workshop to discuss ways of developing long-term employment for their communities. They were interested in breaking the welfare cycle and moving towards self-sufficiency. They wanted to participate in creating an economic base for their community.

SMALL GROUP DISCUSSION I

What is economic development?

George Kupfer introduced the third session by referring to the research report commissioned by the Northern Alberta Development Council entitled **Employment Alternatives and Social Assistance in Smaller Northern Alberta Communities**. He noted the report had documented a variety of alternatives to the existing social assistance system. The report discussed communities where transfer payment dollars had been involved in trying to help recipients change to an economic lifestyle where they could have some control and maintain pride. He challenged the delegates to discuss what they thought the term "economic development" meant in their own community and to examine creative ways in which their communities could begin building an economic base.

The small groups discussed a range of issues and then returned to hear report backs on each other's discussions. The following people reported on their group's discussions:

Ernie Grach, Canyon Creek
Kay Long, Kinuso
Mike Cardinal, Calling Lake
John Piche, Peerless Lake
Allan Willier, Native Outreach, Edmonton
Jim Carbury, Fort McMurray

Summary of Small Group Discussion

Economic development in small, remote communities involves:

- the use of limited available funds to begin organizing and researching various economic opportunities,
- providing communities with appropriate information in order that informed decisions can be made,
- working with non-community members to make them more aware of and respectful of the community,
- assistance to plan for future opportunities such as road and tourism developments,
- gathering community support for ideas and working with resource persons both inside and outside the community to attract interest and assistance in developing concepts,
- increased community self-sufficiency in as many areas as possible,
- increased development of community infrastructure and communications,
- increased control and management of local resources in order to try to keep money in the community,
- development of local leadership and business management skills using local resource persons,
- further development of cottage industries,
- relevant training programs for employment opportunities that presently exist in the area,
- using the existing trapping industry to develop locally based primary and secondary employment opportunities,
- supplementing traditional jobs with various job rotational, part-time employment arrangements,

- obtaining a permanent land base for development,
- increasing community input into proposed legislation in areas that affect traditional lifestyles, and
- recognizing that lifestyle choices have to be made as a result of economic initiatives.

SMALL GROUP DISCUSSION II

What is needed to increase work in your community?

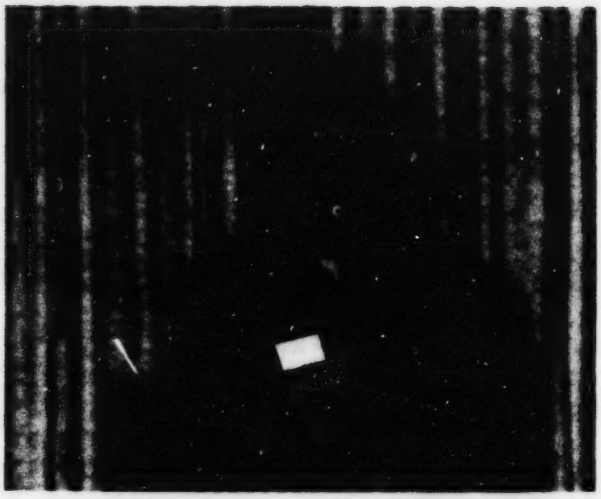
The second discussion group session was introduced by noting that many of the small groups in the previous session had talked about general changes needed in order to increase work opportunities in their own communities. The moderator asked that the groups now devote the next session to discussing specific changes they felt might be needed in order to bring about change at the community level. It was noted that the word **work** was being used in the broadest sense in asking the question, "What is needed to increase work in your community?", so that all types of employment would be considered.

Ernie Howse, NADC member from Caslan, moderated as the small groups reported back on their discussions. The reporters were:

Ernie Grach, Canyon Creek
Kay Long, Kinuso
Mike Cardinal, Calling Lake
John Piche, Peerless Lake
Allan Willier, Native Outreach, Edmonton
Dave Hubert, Advanced Education, Edmonton

Summary
Short-Term Priorities

- organize economic development workshops at the individual community level,
- increase communication between community and oil and gas companies working in an area in order to obtain knowledge of various employment opportunities (slashing, clean up) and discuss trapper compensation issues with companies,
- hire a community contact person to act as a liaison between community, government agencies and companies,
- assist in making early and on-going contact with resource companies active in the area. Communities must insist that they be involved in developments occurring on their doorstep,
- assist community to better organize potential cottage industries,
- provide business and management training for local business development,
- develop special wage subsidy programs that would encourage companies to employ community residents and allow them to develop necessary work experience,
- organize efforts by communities and government to encourage employers to hire locally,



- make available training programs to the community that will train individuals for work that is available in the area,
- produce an inventory of employment skills and experience of community members,
- increase community involvement in the delivery of housing programs through further apprenticeship training of community members,
- increase community input into developing a process that identifies and intervenes to stop potential early school leavers, and
- increase community awareness of what is happening outside the community.

Long-Term Priorities

- futher develop rotational job programs between remote communities and resource companies,
- begin a community education process regarding the role and objectives of a local employment/development organization,
- decentralize training programs to small communities,
- assist in developing local leadership,
- further coordinate/streamline existing government services in small, remote communities,
- gain long-term commitments from government to communities to develop continuity in planning and implementing employment and economic changes,
- develop appropriate role models that encourage and inspire community residents, especially young people,
- explore in detail new ideas relating to both traditional occupations and new economic opportunities,
- gain a more viable quota allocation to the communities of various renewable resources (fishing, trapping, etc.),
- provide resources to allow communities to develop organizational skills with the long-term objective of eventually handling the delivery of government services themselves,
- have communities discuss the advantages and disadvantages associated with choosing individual or cooperative models of development, and
- assist various communities in developing themselves as regional service centres for various businesses.

In session six the speakers summarized a wide range of ideas discussed. It was noted that priorities the delegates identified varied from community to community. In one community, for example, the need to hire an administrative/economic development person was the highest priority. Other communities saw improved training as priority. One delegate felt the most important concern was to address recent changes to fishing regulations. Tapping into existing business opportunities was seen as the most urgent need by other communities.

Delegates agreed that each remote community has its own special economic needs and objectives. For example, some residents saw exciting opportunities associated with tourism development. In contrast others felt that given the outside impact on lifestyles, it would not be desirable for their community to become involved in tourism initiatives. Each community's history and economic needs were different. Each community had the desire and ability to make choices about their future. It

was essential that each community be assisted to act on its own behalf.

DAY TWO: THE FUTURE

After welcoming the delegates back to the second day of the workshop, George Kupfer began session eight by asking the delegates to address the final topic - projecting into the future. He challenged the delegates to include themselves in reviewing what can be done, by asking, "What am I going to do in the next six months in terms of the communities being discussed?". At the request of the delegates, the agenda was changed to include small group discussions before the large group reviewed the question.

Report backs were given by:
Jim Carbury, Fort McMurray
John Piche, Peerless Lake
Kay Long, Kinuso
Mike Cardinal, Calling Lake
Cynthia Buie, High Prairie
Ernie Grach, Canyon Creek

Summary

What can be done in the next six months?

- take information from the workshop back to the community for further discussions,
- have community and government people follow-up on the communitys' short-term ideas from the workshop,
- increase the commitment of resource companies to raise the concerns of small, remote communities with other oil companies working in the areas around communities,
- encourage community residents to attend local administration and entrepreneurial training courses offered through Alberta Vocational Centres,
- have government provide the communities with a "Who's Who" of government programs and contacts to assist communities in obtaining information,
- encourage agencies that deal with policy and programs that affect remote communities to hold their meetings in those communities,
- have educators involved with remote communities review mechanisms to enhance family support and local school involvement,
- encourage communities to increase market gardening projects for local use,
- assist communities to undertake surveys of potential employers in region,
- support community initiatives in bringing in native experts to discuss employment and economic development opportunities, and
- expand discussions and cooperation between communities and existing Regional Economic Development Councils.

What can be done in the next year?

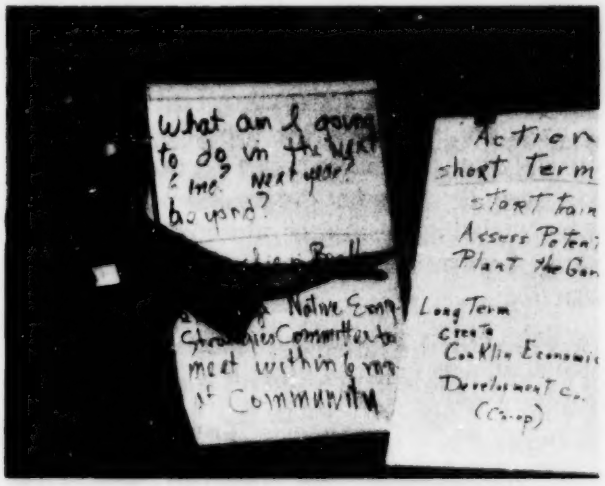
- community, government and industry design a rational process to communicate more effectively regarding employment concerns in remote communities,

- have communities and government jointly develop youth programs to address issues involving young people in the small, remote communities,
- encourage communities to organize a community economic development corporation to plan short and long-term objectives for employment and economic development projects,
- have government focus on the special, long-term employment program needs of remote communities,
- have communities discuss and formalize individual community development guidelines,
- have government improve remote community access to grant and venture capital programs,
- encourage communities to contact MLA and government personnel suggesting positive changes to enhance community economic development prospects,
- have some communities investigate the possibility of becoming involved in special constable programs, and
- have some communities initiate work with various governmental departments to develop proposals regarding the alternate use of social service dollars in conjunction with employment activities.

In summarizing the report backs, Dr. Kupfer commended the small group on the effectiveness of the discussions. He reminded everyone that the workshop was addressing the needs of small, remote communities, which can be very different from the needs of larger communities. It was suggested that individuals from the communities and resource persons working with them, need to be very aware of important cultural influences that play a role in remote economic development.

Recognition of the amount of volunteer work that had been undertaken in the small communities over the years again came to the foreground. It was emphasized that a spirit of volunteerism needs to remain as the core of any future employment initiatives.

Many delegates made personal, community specific commitments to action. This spirit of acting while working for more outside assistance was commended.



SUMMARY

Dick Upham, Vice Chairman of the Northern Alberta Development Council, opened session nine by thanking all who had participated in the two days of discussions and encouraged delegates to take the ideas they had heard back to their communities. Mr. Upham challenged the delegates to begin to act on the ideas that had been discussed at the workshop regarding ways of using resources already available in each community to put new ideas into practice.

On behalf of the delegates Elmer Ghostkeeper of Paddle Prairie expressed his appreciation for having the opportunity to participate in what he viewed as a historical workshop. He noted that it was never too late to start addressing the types of problems that small remote communities are presently experiencing. He noted the excellent discussions that had occurred in the small group sessions and the intense personal nature of the report backs. In attempting to answer the four basic questions posed for the workshop, delegates had been successful in allowing everyone to discuss the issues affecting their communities today.

Mr. Ghostkeeper stated that his perception of the workshop theme was "the interaction between human and renewable resources versus non-renewable resources". The workshop, to him, symbolized the dynamics of conflicts between human issues and various resource development activities. He stated that this interaction remains the source of many of the problems being experienced by the remote communities and the point at which we need to focus.

In a short historical review, Mr. Ghostkeeper pointed out that from the perspective of the communities attending the workshop, they are neither small nor remote. It is outsiders, to a large degree, that make this observation. To the residents, the remote communities are made-up of strong and resourceful family units. In the past, cultural economies functioned in the communities in a fashion which was appropriate to their environment and which showed great respect for the land.

Today new economies are acting on the remote communities. The communities have relatively few resources to deal with the wide variety of changes and demands being made upon them. More resources are being removed from the communities than are being replaced.

Like other organizations, Mr. Ghostkeeper noted, communities can experience stress in attempting to deal with the variety of demands

being made on their volunteer organizations. Communities also become frustrated in having decisions being made and carried out that affect them without their input. Limited resources and a lack of experience presently exists at the community level to organize and deal effectively with these challenges.

A number of workshop discussion topics were related back to the key theme of employment alternatives for small, remote communities. In the area of education, Mr. Ghostkeeper observed that discussions had focussed on the need for relevant curriculum to be taught in the local schools. In addressing lifestyle problems, associated with the issue of relevant training for new employment opportunities, he asked the question "How do you retrain a 50 year old trapper that's made his living from trapping all his life?"

Local leadership was cited as an important quality and a vital talent that needed to be recognized and developed. A comparison was made between the dollars spent to find provincial and national leaders and the resources available to communities for the development of their own leaders.

The theme of teamwork was noted as being consistent throughout the workshop. Mr. Ghostkeeper stated that effective teamwork required three major actors; communities, government and private industry. He challenged the delegates to work as a team with those not present at the workshop. A special challenge was issued to the workshop to be

active in protecting the natural environment of the provinces's crown land base in which the remote communities are located, and which continues to be the base for many traditional and new economic opportunities.

The need for long-range commitments had been discussed by many small groups as a requirement for effective development to occur in the communities. It was noted that the recently issued provincial white paper on economic development omitted a section on native economic development strategy. Mr. Ghostkeeper viewed this omission as a failure to recognize a valuable human resource that will outlive many of the non-renewable resources of the province. He encouraged participants to have input into the continuing provincial discussions on economic development.

In summarizing the workshop, it was concluded that the communities themselves have to be involved in and able to make final decisions regarding employment alternatives in their community. The communities have to pick themselves up, rebuild their spirit, their family units, the cooperation that existed between them, and agressively take a role in matters affecting them.

DELEGATE COMMENTS

To assist in summarizing the workshop, key delegates were asked how they felt about the workshop and what they thought were the main issues that emerged. These assessments were requested after the workshop ended.

Delegates commented that the workshop successfully achieved the objective of bringing together people to discuss economic challenges in the remote communities of northern Alberta. The workshop was seen as a landmark forum due to the strong participation from the more "traditional" communities.

A problem in the past has been that small, remote communities have been unable to speak with a common voice on the issues they care about. Factors of size and relative isolation contribute to them being overlooked in the economic decision-making process. From the workshop's small group discussions, it was made clear that the communities have their own vision of their future and they emphasized a desire to take part in creating this future.

Group facilitators noted that community delegates shared a sense that they are not alone in trying to achieve economic objectives. While each community differs in its economic outlook and its level of organization, they tend to share common constraints and challenges. The exchange of information between them was therefore, very helpful in addressing common concerns.

A challenge most delegates voiced was the desire for some integration into the "mainstream" economy in order to achieve a higher sense of well-being in the community. Many noted that pressures on traditional lifestyles and renewable resources make it difficult to maintain the "old ways".

To achieve economic integration, opportunities in the oil and gas, forestry and public sectors cannot continue to bypass the remote communities. Workshop delegates raised convincing examples of instances where community residents could have directly been tied into the economic progress of the north. It was evident that the communities, government departments and companies all need some type of coordinating contact mechanism to better relate with each other. A strong recommendation was made to work with the communities to prepare for and increase the levels of local hiring.

During the transition from traditional occupations to work in the larger society, communities require organizational support. Clearly, community volunteers are over-taxed in the areas of program coordination, community and outside consultation and economic planning. The delegates were united in pointing out the need for support - given directly to the communities - to increase their ability to organize and communicate their concerns to the public and private sectors.

It was also seen that skills training from schools and adult training centres should be reviewed to account for new needs and opportunities in the job market. While some positive steps are being made, there are still outstanding areas of need. Wherever possible, delegates would prefer to see training take place in their communities.

Community delegates and resource personnel commented on the overall positive tone of the workshop. Some historical frustration was expressed about dealing with the government,

yet, the strongest feeling was that there is a shared responsibility between the communities, government and resource companies to have the remote communities move ahead economically. It was overwhelmingly felt that more effective means of working together should be sought to support self-sufficiency in remote communities.

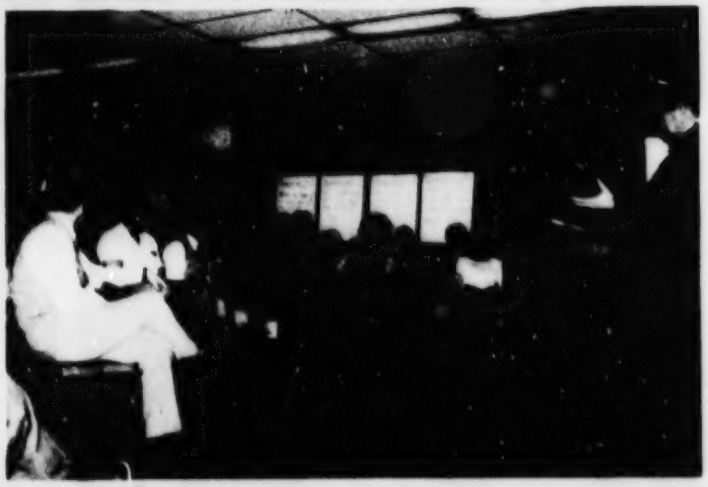
WORKSHOP FOLLOW-UP

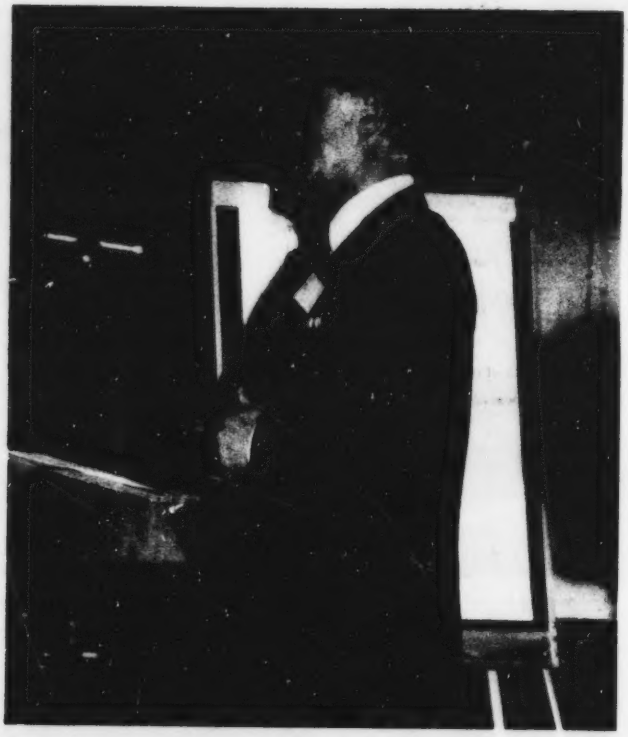
Follow-up to the workshop is seen as being critical by the Northern Alberta Development Council. The discussions at the workshop will assist the Council in working with government and business leaders to achieve the goal of helping the remote residents of northern Alberta to increase their economic self-sufficiency and become more involved in local decision-making.

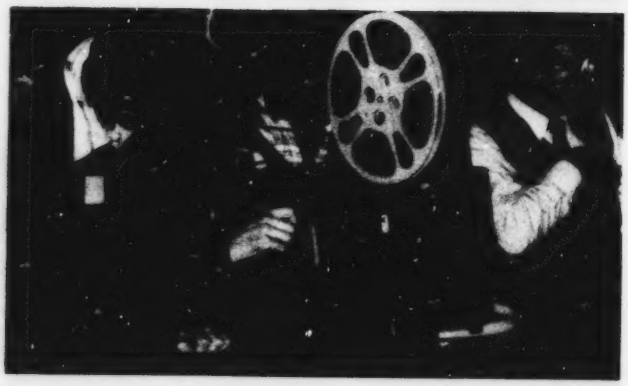
The first steps in the follow-up process have already begun and will continue in many ways. Delegates concluded the workshop with a commitment to share the information from the sessions with their own community. The workshop proceedings have been carried forward to several governmental committees for review and action.

With the completion of this report, the Council looks forward to further in-depth discussions with the communities and other groups and agencies interested in achieving these objectives.

WORKSHOP HIGHLIGHTS







DELEGATES

Alook; James, Peerless Lake
Auger; Gordon, Employment Development Society, Peerless Lake
Buie; Cynthia, Regional Economic Development Council, High Prairie
Carbury; Jim, Syncrude Canada, Fort McMurray
Cardinal; Russell, Conklin
Carifelle; Dwight, Community Association, Cadotte Lake
Cardinal; Mike, Community Association, Calling Lake
Chabillon; Dave, Alberta Manpower, Edmonton
Coutroueille; Ernie, Syncrude Canada, Fort Chipewyan
Crawford; Monica, Community Association, Calling Lake
Crowther; Hedley, Town of High Prairie, High Prairie
Cunningham; Archie, Community Vocational Center, Slave Lake
Dumont; Fred, Mayor of High Prairie
Dielman; Carolyn, Alberta Manpower, Edmonton
Flett; Sonny, Regional Tourism Council, Fort Chipewyan
Finnerty; Murray, Northern Development Branch, Peace River
Ghostkeeper; Elmer, Paddle Prairie
Gongas; Karl, Community Vocational Center, Slave Lake
Grach; Ernie, Family and Community Support Services, Canyon Creek
Gromek; Ed, Opportunity Corps, Slave Lake
Haggerty; Louis, East Prairie
Haggerty; Violet, Native Friendship Center, High Prairie
Howse; Ernest, NADC, Caslan
Hubert; Dave, Advanced Education, Edmonton
Kupfer; George, Consultant, Edmonton
Long; Kay, Alberta Housing, Kinuso
Loth; Armand, Esso Resources, Cold Lake
Martin; Rickie, Conklin
Martin; Kenny, Conklin
Molho; Joe, NADC, Swan Hills
Noskey; Alphonse, Community Association, Chipewyan Lake
Noskey; Geraldine, Chipewyan Lake
Noskey; Rose, Chipewyan Lake
Noskey; Sarah, Chipewyan Lake
Okemow; Virgina, Peerless Lake
Okemow; Louis, Peerless Lake
Olson; Dean, Conklin
Piche; John, Opportunity Corps, Peerless Lake
Orr; Charlie, Chipewyan Lake
Osgood; Brian, Opportunity Corps, Trout Lake
Quintal; Velma, Conklin
Rault; Norm, Alberta Manpower, Edmonton
Rice; Vince, NADC, Kinuso
Schwanbeck; Dar, Consultant, Edmonton
Seaton; Hugh, Northern Development Branch, Peace River
Shannon; John, Northern Development Branch, Peace River
Shephard; Marcel, Citizen Association, Conklin

Sinclair; Danny, Syncrude Canada, Fort McMurray
Sloan; Rick, Northern Development Branch, Peace River
Thunder; Evelyn, Chairperson, Northland School Division, Atikameg
Tang; Kendell, Alberta Vocational Center, Grouard
Teichroeb; Alan, Consultant, Peace River
Tremblay; Marshall, Citizen Association, Conklin
Upham; Dick, NADC, Ashmont
Vandermeulen; Dan, Alberta Vocational Center, Grouard
Van der Poorten; Emil, Family and Community Support Services, Slave Lake
Varricchio; Greg, Alberta Tourism and Small Business, Peace River
Viau; Rhonda, Northern Development Branch, Peace River
Wells; Allan, Esso Resources, Elizabeth
Weiss; Norm, Chairman, NADC, Fort McMurray
Whitehead; Gaylene, Cadotte Lake
Willier; Allan, Native Outreach, Edmonton
Wright; Agnes, Native Friendship Center, High Prairie
Wright; Cherri, Native Friendship Center, High Prairie